Industrial and Labor Relations Review

VOLUME 2 ✶ OCTOBER 1948—JULY 1949

EDITORIAL BOARD

Milton R. Konvitz, *Editor*

Leonard P. Adams
Chairman

Victor Reynolds
Managing Editor

Vernon H. Jensen
John W. McConnell
Jean T. McKelvey
Royal E. Montgomery
J. E. Morton
Maurice F. Neufeld
N. Arnold Tolles
Bertram F. Willcox

ISSUED QUARTERLY IN JANUARY, APRIL, JULY, AND OCTOBER
BY NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS,
CORNELL UNIVERSITY, ITHACA, NEW YORK

INDEX TO VOLUME TWO

ARTICLES

ACKERMAN, JEROME. The Problems of Jurisdiction of National and State Labor Relations Boards. pp. 360–371, April 1949.

BACKMAN, JULES, AND M. R. GAINSBRUGH. Productivity and Living Standards. pp. 163–194, Jan. 1949.

BRISSENDEN, PAUL F., AND JOHN M. KEATING. Union-Management Co-operation in Millinery Manufacturing in the New York Metropolitan Area. pp. 3–32, Oct. 1948.

DIXON, ROBERT G. Tripartism in the National War Labor Board. pp. 372–390, April 1949.

DUBIN, ROBERT. Union-Management Cooperation and Productivity. pp. 195–209, Jan. 1949.

ELIEL, PAUL. Industrial Peace and Conflict: A Study of Two Pacific Coast Industries. pp. 477–501, July 1949.

FISHER, MARGUERITE J. Equal Pay for Equal Work Legislation. pp. 50–57, Oct. 1948.

FISHER, PAUL. The Settlement of Work Jurisdictional Disputes by Governmental Agencies. pp. 335–359, April 1949.

HOGAN, JOHN A. The Meaning of the Union Shop Elections. pp. 319–334, April 1949.

JANSEN, GEORGE F. The Closed Shop Is Not a Closed Issue. pp. 546–557, July 1949.

JURKAT, ERNEST H., AND DOROTHY B. JURKAT. Economic Function of Strikes. pp. 527–545, July 1949.

LITTAUER, S. B., AND ADAM ABRUZZI. Experimental Criteria for Evaluating Workers and Operations. pp. 502–526, July 1949.

MCCONNELL, JOHN W., AND BERNARD P. LAMPERT. Employee Adjustment to Technological Displacement: The Fifth Avenue Coach Co. Case. pp. 219–226, Jan. 1949.

SCANLON, JOSEPH N. Profit Sharing under Collective Bargaining: Three Case Studies. pp. 58–75, Oct. 1948.

SIMONS, GUSTAVE. Economic and Legal Aspects of Profit-Sharing Plans. pp. 76–89, Oct. 1948.

TAFT, PHILIP. The Association of Catholic Trade Unionists. pp. 210–218, Jan. 1949.

TURNBULL, JOHN G. The Small Business Enterprise and the Management Prerogative Issue. pp. 33–49, Oct. 1948.

DISCUSSIONS AND COMMUNICATIONS

BARKIN, SOLOMON. Statistical Procedures in Union Administration. pp. 406–410, April 1949.

BROWN, EMILY C. Re: "NLRB in Retrospect." p. 251, Jan. 1949.

COHEN, JULIUS, AND LILLIAN COHEN. Re: "NLRB in Retrospect." pp. 251–252, Jan. 1949.

GOLDMAN, FRANZ. Labor's Attitude toward Health Insurance. pp. 90–98, Oct. 1948.

JENSEN, VERNON H. Pensions and Retirement Plans as a Subject of Collective Bargaining. pp. 227–236, Jan. 1949.

MACRURY, KING. Employee Morale: Analyses of Absence Records and Opinion Polls. pp. 237–247, Jan. 1949.

ROSS, LLOYD. Conciliation and Arbitration in Australia and New Zealand. 1. Recent Developments in Australian Industrial Relations. pp. 98–105, Oct. 1948.

TEAD, ORDWAY. Advancing the Public Interest in Labor Relations. pp. 391–402, April 1949.

TEPER, LAZARE. Function of Management in Achieving Sound Labor Relations. pp. 558–575, July 1949.

WEISZ, MORRIS. Conciliation and Arbitration in Australia and New Zealand. 2. An Analysis of Results. pp. 105–112, Oct. 1948.

WITNEY, FRED. Union-Shop and Strike-Vote Elections: A Legislative Fallacy. pp. 247–250, Jan. 1949.

WITTE, EDWIN E. The Taft-Hartley Act in Operation: A Brief Appraisal. pp. 403–406, April 1949.

BIBLIOGRAPHY

SEXTON, ROBERT H., AND HERBERT G. HENEMAN, JR. Selected Annotated Bibliography on Union Accounting and Financial Reports. pp. 116–120, Oct. 1948.

DOCUMENTS

The Agreement Establishing a National Joint Board for the Settlement of Jurisdictional Disputes in Building and Construction Industries. pp. 411–415, April 1949.

Industrial Relations Consultants Are Not Engaged in Unauthorized Practice of Law: A Court Opinion. pp. 253–254, Jan. 1949.

REVIEWS

AHERN, EILEEN. Collective Bargaining in the Office. Reviewed by Sar A. Levitan. pp. 443–445, April 1949.

ARCHIBALD, KATHERINE. Wartime Shipyard. Reviewed by Robin M. Williams, Jr. pp. 288–289, Jan. 1949.

BARBASH, JACK. Labor Unions in Action, a Study of the Mainsprings of Unionism. Reviewed by Edwin E. Witte. pp. 139–141, Oct. 1948.

BAROU, N. British Trade Unions. Reviewed by Philip Taft. pp. 604–606, July 1949.

BARTLEY, S. HOWARD, AND ELOISE CHUTE. Fatigue and Impairment in Man. Reviewed by William Gomberg. pp. 144–146, Oct. 1948.

BAUS, HERBERT M. Public Relations at Work. Reviewed by Whitman Daniels. pp. 445–446, April 1949.

BRANDT, ALLEN D. Industrial Health Engineering. Reviewed by Keeve Brodman. pp. 151–152, Oct. 1948.

BRAUN, KURT. Union-Management Co-operation: Experience in the Clothing Industry. Reviewed by Donald M. Landay. pp. 294–295, Jan. 1949.

BROADED, CHARLEY H. Essentials of Management for Supervisors. Reviewed by Harold W. Davey. pp. 297–298, Jan. 1949.
BROWN, LEO CYRIL. The Impact of the New Labor Law on Union-Management Relations. Reviewed by Beryl Harold Levy. pp. 610–611, July 1949.
CABE, J. CARL. Foremen's Unions—A New Development in Industrial Relations. Reviewed by Robert H. Ferguson. pp. 298–299, Jan. 1949.
CHAPLIN, RALPH. Wobbly: Rough and Tumble Story of an American Radical. Reviewed by Vernon H. Jensen. pp. 449–452, April 1949.
DANKERT, CLYDE E. Contemporary Unionism in the United States. Reviewed by Nathan Belfer. p. 613, July 1949.
DEWHURST, J. FREDERIC, AND ASSOCIATES. America's Needs and Resources. Reviewed by Maurice F. Neufeld. pp. 141–143, Oct. 1948.
DOANE, ROBERT R., AND JOSEPH E. CANNING. The Functional Operating Report. Reviewed by Edward A. Keller. pp. 296–297, Jan. 1949.
DUFFY, DORIS. The Role of Government in Labor-Management Production Committees. Reviewed by Harold W. Metz. p. 291, Jan. 1949.
ERTL, TELL, AND THOMAS READ. Labor Standards and Metal Mining. Reviewed by Vernon H. Jensen. p. 144, Oct. 1948.
FELDMAN, HERMAN. Readings in Industrial Relations and Personnel Management. Reviewed by Nathaniel Cantor. pp. 152–153, Oct. 1948.
FONER, PHILIP S. History of the Labor Movement in the United States. Reviewed by Philip Taft. pp. 143–144, Oct. 1948.
FRYER, LEE. The American Farmer. Reviewed by Glen T. Barton. pp. 285–286, Jan. 1949.
GHISELLI, EDWIN E., AND CLARENCE W. BROWN. Personnel and Industrial Psychology. Reviewed by Temple Burling. p. 610. July 1949.
GINZBERG, ELI. The Labor Leader: An Exploratory Study. Reviewed by Beryl Harold Levy. pp. 436–437, April 1949.
GOLDMAN, FRANZ. Voluntary Medical Care Insurance in the United States. Reviewed by Adolph Held. pp. 442–443, April 1949.
GOLLUB, MYRON. Discharge for Cause. Reviewed by C. Arnold Hanson. p. 614, July 1949.
GOMBERG, WILLIAM. A Trade Union Analysis of Time Study. Reviewed by R. Presgrave. pp. 439–440, April 1949.
HACKER, LOUIS M., BENJAMIN M. SELEKMAN, RALPH T. SEWARD, WILLIAM J. DICKSON, AND T. V. SMITH. The New Industrial Relations. Reviewed by Charles A. Myers. pp. 600–601, July 1949.
HARBISON, FREDERICK H., AND ROBERT DUBIN. Patterns of Union-Management Relations. Reviewed by Royal E. Montgomery. pp. 598–600, July 1949.
HERON, ALEXANDER, Why Men Work. Reviewed by Charles A. Myers. pp. 458–459, April 1949.
JUCIUS, MICHAEL J. Personnel Management. Reviewed by Russell J. Greenly. p. 296, Jan. 1949.
KNAUTH, OSWALD. Managerial Enterprise, Its Growth and Methods of Operation. Reviewed by Ronald R. Shuman. pp. 454–455, April 1949.
LEITER, ROBERT DAVID. The Foreman in Industrial Relations. Reviewed by Herbert R. Northrup. pp. 446–447, April 1949.
LESTER, RICHARD A., AND EDWARD A. ROBIE. Constructive Labor Relations: Experience in Four Firms. Reviewed by William H. McPherson. pp. 608–609, July 1949.
LESTER, RICHARD A., AND JOSEPH SHISTER. Insights into Labor Issues. Reviewed by William H. McPherson. pp. 447–448, April 1949.
LIPSON, LESLIE. The Politics of Equality: New Zealand's Adventures in Democracy. Reviewed by Frieda Wunderlich. pp. 452–454, April 1949.
MAYNARD, HAROLD B., G. J. STEGMERTEN, AND JOHN L. SCHWAB. Methods-Time Measurement. Reviewed by William Gomberg. pp. 456–458, April 1949.
MILLS, C. WRIGHT. The New Men of Power —America's Labor Leaders. Reviewed by Merlyn S. Pitzele. pp. 602–603, July 1949.
MULLER, CHARLOTTE F. Light Metals Monopoly. Reviewed by Dudley Dillard. pp. 150–151, Oct. 1948.
National Labor Relations Board. Twelfth Annual Report. Reviewed by Theodore M. Kheel. pp. 138–139, Oct. 1948.
OTIS, JAY L., AND RICHARD H. LEUKART. Job Evaluation, A Basis for Sound Wage Administration. Reviewed by John M. Brophy. pp. 441–442, April 1949.
PIGORS, PAUL, AND CHARLES A. MYERS. Personnel Administration. Reviewed by George D. Halsey. pp. 149–150, Oct. 1948.
RADOMSKI, ALEXANDER LEOPOLD. Work Relief in New York State, 1931–1935. Reviewed by Philip Taft. p. 294, Jan. 1949.
REEDE, ARTHUR H. Adequacy of Workmen's Compensation. Reviewed by Frank D. Maurin. pp. 293–294, Jan. 1949.
RICE, WILLIAM B. Control Charts and Factory Management. Reviewed by John B. Joynt. pp. 300–301, Jan. 1949.
RICE, JAMES O., AND M. J. DOOHER, Eds. The Management Leader's Manual. Reviewed by Donald E. Lundberg. p. 301, Jan. 1949.
ROSS, MALCOLM. All Manner of Men. Reviewed by William Foote Whyte. pp. 606–608. July 1949.
SAMUELSON, PAUL A. Economics, An Introductory Analysis. Reviewed by Sar A. Levitan. pp. 611–612, July 1949.
SELEKMAN, BENJAMIN M. Labor Relations and Human Relations. Reviewed by Alexander H. Leighton. pp. 283–285, Jan. 1949.
SLICHTER, SUMNER H. Basic Criteria Used in Wage Negotiations. Reviewed by Robert Satter. pp. 286–288, Jan. 1949.

SPERO, STERLING. Government as Employer. Reviewed by H. Eliot Kaplan. pp. 434–436, April 1949.
TEBBEL, JOHN. An American Dynasty—The Story of the McCormicks, Medills, and Pattersons. Reviewed by Paul W. Gates. pp. 148–149, Oct. 1948.
TELLER, LUDWIG. Management Functions under Collective Bargaining. Reviewed by Emanuel Stein. pp. 146–148, Oct. 1948.
THOMPSON, VIRGINIA. Labor Problems in Southeast Asia. Reviewed by Patricia G. Barnett. pp. 292–293, Jan. 1949.
TOOTLE, HARRY KING. Employees Are People. Reviewed by William Foote Whyte. pp. 437–439, April 1949.
U. S. Department of Labor. Hours of Work and Output. Reviewed by C. A. Pearce. pp. 281–283, Jan. 1949.
WARING, P. ALSTON, AND CLINTON S. GOLDEN. Soil and Steel. Reviewed by Vernon H. Jensen. pp. 289–290, Jan. 1949.
WHYTE, WILLIAM FOOTE. Human Relations in the Restaurant Industry. Reviewed by Robert Dubin. pp. 609–610, July 1949.
YODER, DALE, AND DONALD G. PATERSON. Local Labor Market Research—A Case Study. Reviewed by Leonard P. Adams. pp. 603–604, July 1949.
YOUNG, ROSS. Personnel Manual for Executives. Reviewed by Harold B. Maynard. pp. 279–281, Jan. 1949.
ZIELKE, MONI HANS, AND FRANKLIN G. BEEZLEY. How to Take Industrial Photographs. Reviewed by J. James Jehring. pp. 455–456, April 1949.

NEWS AND NOTES

American Labor Education Service. pp. 307–309, Jan. 1949; pp. 621–622, July 1949.
American Labor Education Service. Midwest Workers' Education Conference. pp. 468–469, April 1949.
California, University of. Institute of Industrial Relations. pp. 158–159, Oct. 1948.
Chicago, University of. Industrial Relations Center. pp. 154–155, Oct. 1948; p. 307, Jan. 1949.
Columbia University. Bureau of Applied Social Research. p. 473, April 1949.
Commission of Inquiry into Slave Labor. pp. 619–620, July 1949.
Cornell University. New York State School of Industrial and Labor Relations. p. 156, Oct. 1948.
Cornell University. New York State School of Industrial and Labor Relations. Conference on Research Problems. pp. 617–619, July 1949.
Cornell University. New York State School of Industrial and Labor Relations. Edward L. Bernays Lectures. p. 315, Jan. 1949.
Cornell University. New York State School of Industrial and Labor Relations. Second Annual Conference on the Teaching of Labor Economics. pp. 303–305, Jan. 1949.
Cornell University. School of Business and Public Administration. p. 629, July 1949.
The Council of Profit Sharing Industries. pp. 466–468, April 1949.
Denver, University of. Bureau of Personnel and Industrial Relations. pp. 313–314, Jan. 1949.
Detroit, University of. Workers Education Program. pp. 628–629, July 1949.
Fortune Magazine. p. 313, Jan. 1949.
Illinois, University of. Institute of Labor and Industrial Relations. p. 472, April 1949.
Industrial Hygiene Foundation. pp. 624–625, July 1949.
Industrial Relations Research Association. p. 155, Oct. 1948; pp. 464–466, April 1949.
International Industrial Relations Institute. pp. 156–158, Oct. 1948.
Inter-Union Institute for Labor and Democracy. pp. 626–627, July 1949.
Iowa, University of. Industrial Engineering Film Loan Library of Motion and Time Study Films. p. 630, July 1949.
Johnson & Johnson Training Program. pp. 623–624, July 1949.
Massachusetts Institute of Technology. Industrial Relations Section. p. 316, Jan. 1949.
Minnesota, University of. Industrial Relations Center. pp. 159–160, Oct. 1948; p. 306, Jan. 1949; pp. 627–628, July 1949.
National Academy of Arbitrators. p. 615, July 1949.
National Labor Service. pp. 302–303, Jan. 1949.
National Planning Association. pp. 469–470, April 1949.
New York University. Institute of Labor Relations and Social Security. p. 471, April 1949.
Northeastern University. Labor Relations Institute. p. 630, July 1949.
Northwestern University. Labor Relations Institute. p. 313, Jan. 1949.
Pennsylvania, University of. Wharton School of Finance and Commerce. Conference on Labor Arbitration. pp. 460–464, April 1949.
The Permanente Health Plan. pp. 309–311, Jan. 1949.
Presbyterian Institute of Industrial Relations. pp. 620–621, July 1949.
The President's Conference on Industrial Safety. p. 312, Jan. 1949.
Princeton University. Industrial Relations Section. p. 315, Jan. 1949.
Social Science Research Council. Conference on Research in Labor-Management Relations. pp. 615–617, July 1949.
Wayne University. Institute of Industrial Relations. p. 309, Jan. 1949; p. 473, April 1949.
Wisconsin, University of. Industrial Management Institutes. pp. 305–306, Jan. 1949.
Wisconsin, University of. Industrial Relations Center. p. 472, April 1949.

RECENT PUBLICATIONS

Recent Publications. pp. 121–137, October 1948; pp. 255–278, January 1949; pp. 416–433, April 1949; pp. 576–597, July 1949.